

■■■■ CHAPTER - I ■■■■

ALL ABOUT THE STUDY

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CHAPTER - I

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1.1 INTRODUCTION :-

India is a vast country with abundant natural resources. There are nearly 5.5 lakh villages. The country's Population is about 80 crores or so of which 80% people live in the rural area and 20% live in the urban area. 70% of the population is engaged in agriculture and remaining 30% is engaged in other activities like industry commerce and education.

India is the largest pool of technical and scientific manpower and has a potential to grow industrially strong and modern nation. After 40 years since independence, we have the ability to produce the different types of goods. We have updated modern techniques in the various fields.

India has modern democracy in the world. Its economy is being articulated through three sectors viz. Public sector, private sector and co-operative sector.

India could not make significant progress when compared with rest of the industrialised countries. In India, the growth of production is low because the management of human resources has not received sufficient attention and hence more attention is to be paid towards efficient management of Physical resources.

Present experiences in developed and developing countries reveal that some where emphasis is laid on productivity of people with the help of capital, technology and manpower. The productivity is increased with the help of peaceful human relations between the workers and the management. Failure to recognise and motivate human resources had been the main cause of failure in achieving higher level of productivity in India. During the Post-war period, Japanese people were working hand for survival due to shortage of capital and natural resources.

For the economic development, industrialisation is an inescapable process conversely. Economic development of any country is not possible without the industrial development.

In the industry there are four factors of production i.e. man, money, material and land. Man is one of the most important factor in production without which material, money and machinery cannot be operated efficiently. Manpower is an important factor in the industry, without manpower the industry is like a vehicle without its wheels and hence human relations play very important role in the industrial sector. The efficiency of an organisation depends upon its economic, social, cultural and welfare activities as pertain to its workforce. The efficiency of the workers mostly depends upon the facilities of the organisation.

In the past 30 years, India has developed considerably, due to rapid and heavy industrialisation. Corresponding to this labour welfare India has also gained importance however the policy as regards to labour welfare was indeed due to these conditions and necessitates created by the second world war. During the war, the Government had launched several schemes of labour welfare in their ordinance.

After independence the labour welfare movements acquired new dimension. The labour welfare activities have been increased not only in quantum but much more significantly with regard to their content and spirit. The labour welfare activities are now treated as an important aspects of industrial relations.

The term labour welfare suggests many ideas, meaning and conditions such as of well being of workers in various ways. It depends upon their work, the level of their wages, education and their position in the employing organisation.

At present, according to factories Act 1948, all labour welfare facilities are provided small-scale Industries. Thus it is interesting to study the labour welfare facilities provided by the small-scale Industries ten units Satara M.I.D.C., Satara.

The various industries which are studied by the

research are as under. In total ten units there are more than 656 workers. Working in three shifts. The various companies studied by the researcher are as under.

- 1) Foundries Engineering work, Electroplator etc.
- 2) Saw Mills, Steel and Wooden furniture.
- 3) Textile and Art Silk Mills.
- 4) Plastic and Rubber Products.
- 5) Cement pipe and Tiles.
- 6) Cold drinks and ICR-Factories .
- 7) Chemical and Dyes.
- 8) Printing presses and paper industries.
- 9) Shoos and Leather industries.
- 10) Other.

From all the above companies the researcher has studied about 100 workers as sample for the labour welfare facilities.

Small-scale Industries occupy a strategic position in Indian Economy. The small-scale industries have emerged the most dynamic sector of Indian Industrial Economy. Infact small-scale Industries have become one of the thrust areas of development. Recongnising the important role that small industries play in National Economy both the centralised state Governments have taken active steps to promote and faster their promotion and Growth. In spite of all these measures many of the problems of production, distribution labour and finance still continue to afflict

the small-scale industries sector. Small-scale industries even after 30 years or so, still facing certain problems at present at each and every stage from production of a product to marketing of goods and realizations of returns. Besides inadequate management training and planning and various labour problems have also become endemic to them.

Today, the village and small-scale industries sector roughly account one half of the total industrial production, one third of the country, export and providing two third of the total employment in the manufacturing sector in the country. There are as many as 20 lakhs S.S.I. units in India of which about 2 lakhs units have fallen sick one of the important reasons of sickness is adoption of poor management practices.

Small-scale industrial enterprises, which by definition consist of those industrial undertakings, each with a fixed capital investment of not more than Rs.60 lakhs, constitute the backbone of developing economy. An important feature of economic development in India has been the impressive growth of modern small-scale industries. The small enterprises have by now established their competence to manufacture a wide variety of sophisticated goods in different product lines requiring a high degree of skill and precision. They have made a notable contribution in realising the Principal objectives of expanded employment opportunities, adoption of modern

techniques and dispersal of industries in small towns and rural areas.

This has been possible as a result of successful implementation of the programme for assistance of small scale industries. The diversified rapid growth of small scale industries is a significant feature of India's economic development in recent years.

The small industries play an important role in the overall economic development of the country like India where, millions of people are unemployed or under employed, where most of the entrepreneurs are not capable of investment and where there is dearth of capital and capital equipments.

Promotion of small-scale industries has been one of the main strategies for economic development in the developing countries. In many countries there has been a growing awareness of the immense potentiality this sector (SSI) holds for channelling the creative energies of young entrepreneurs. The Development of small Industry can no longer be regarded merely as an isolated economic programme but as a powerful tool to activate the weaker regions and sections of the country. The centre of attention is small industry development during the seventies has shifted from products to people. Development of small industry is essentially the development of small people'- as it is they who form the majority.

'Small is beautiful'. The SSI sector forms an integral and vital part of the national economy. It generates employments at low cost, assists in the dispersal of industrial activity; and can help redress regional imbalances. The case, therefore, for promoting small business enterprises in our country rests primarily on the desire to honour the sacred commitments to build up a Democratic Society ensuring social justice, equality of opportunity and decentralisation of economic wealth and power. The adaptability of small-scale industry to semi-urban and rural environments makes an additional case for this sector to flourish. The sole object of developing SSI in rural areas to extend job opportunities, raise per capita income and thereby standard of living and to bring about a more balanced and integrated rural economic development.

The rural-urban dichotomy had become more acute due to the five year plans which, except in few cases, did not have any specific locational orientation. While large industries and even modern small industries began to come up in the urban areas, the lot of the village spinner, carpenter, cobbler, black smith, potter and the skilled artisan became worse with increasing affluence, their skills had slowly become irrelevant. This has resulted into growing unemployment, under employment and also disguised unemployment. Therefore, promotion and

development of village and small-scale industries, especially in the rural and backward areas assumes paramount significance in bringing about the balanced regional development.

The Satara District is no exception. At present there are 2049 registered small scale industries in the district, employing nearly 25000 people. But it is observed that conditions of labour in the small units are quite unsatisfactory. This class of workers apparently leads a life of poverty and continuous insecurity.

Labour is most important in any sector either it is large or small. The importance of human resource is just cannot be over emphasized, of all the resources, human resources are the vital resources as it is the only resources capable of enlargement. This calls for effective and efficient utilization of human resource without which resources cannot be converted into production. A well motivated and satisfied employee is an asset of an organisation. In this respect labour welfare facilities play a most significant role. It has been observed that by many that the labour welfare facilities are not adequate in small scale industries. Keeping this in view, the researcher has selected this topic title as 'A Study of Labour Welfare Facilities in small-scale units in Satara M.I.D.C.', for the present study.

1.2 TITLE OF THE STUDY :-

'A Study of Labour Welfare Facilities in Small-scale units in Satara in I.D.C.'. The present study is an attempt to review the Ten (10) small-scale units in Satara M.I.D.C.

1.3 OBJECTIVES OF THE STUDY :-

The present study has been undertaken with following objectives :

- A) To know about the Labour Welfare facilities provided for under various labour laws.
- B) To study the Labour Welfare facilities provided for the small-scale industries unit selected for the study.
- C) To pinpoint the workers reactions to and various problems of labour welfare facilities.
- D) To suggest measures to overcome the various problems observed.

The present study has also been undertaken to test and verify the General belief that the Labour welfare facilities provided for in small-scale industries are inadequate and insufficient.

1.4 METHODOLOGY :-

The present study is concerned with the state labour welfare facilities in small-scale industries units the researcher for the purpose has to select the SSI units in Satara M.I.D.C. areas. There are about (500) five hundred units in M.I.D.C. Areas. The selection of units will be made on random sampling basis. This researcher will focus his study to ten (10) SSI units. Ten (10) registered small scale industries from Satara M.I.D.C. areas are selected for the present study.

The data will be collected through primary and secondary sources. The primary data is collected through the personal interviews and scheduled questionnaire with selected respondents'. Random sampling Basis'. The secondary data will be collected through the library sources and public literature and the report of selected units.

1.5 LIMITATIONS OF THE STUDY :-

The study is undertaken as a part of the fulfillment of the requirement of the degree course of 'Master of Philosophy in commerce'. The study has been undertaken by the researcher by limiting the study to only few selected units in Satara M.I.D.C. areas only.

The Dissertation is required to be submitted to the university within a prescribed period of time. Therefore,

time is the main constraint, because of which the study has been confined only to select unit in Satara M.I.D.C. areas.

1.6 CHAPTER SCHEME :-

The study is mainly comprised the following six chapters:-

CHAPTER - I : All About the Study.

This chapter outlines (a) Introduction of the study.

(b) Title of the study. (c) Objective of the study.

(c) Objective of the study. (d) Methodology of the study &

(e) Limitation of the study etc.

CHAPTER - II :- Small-scale Industries - A profile This chapter deals with various aspects of SSI sectors like definition, role of SSI sector in Indian economy and problems and prospects of this vital sector in the economy.

CHAPTER - III:- A Profile of District-Satara.

An attempt has been made in this chapter to give a brief account and profile of Satara district. i.e. Socio-economic, Political, cultural, geographical and also industrial background of the district.

CHAPTER - IV :- Labour welfare facilities - Theoretical background.

Meaning and Definition of labour welfare, scope of

labour welfare, concepts of labour welfare, Importance of labour welfare, classification of welfare work. statutory welfare facilities and voluntary welfare facilities, objective of labour welfare, Principles of labour welfare, labour welfare practice in India. Theory labour welfare, labour welfare officer.

CHAPTER - V :- Labour welfare facilities in S.S.I. units in Satara M.I.D.C.

This chapter deals with classification of small scale industries in Satara M.I.D.C. areas selected for study according to their capital investments. Status, employment and category of workers it also reviews the labour welfare facilities small-scale units in Satara M.I.D.C.

CHAPTER - VI :- In the concluding findings of the study are noted and suggestion, conclusions of the study.

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